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UNITED STATES OFFICE OF PERSONNEL MANAGEMENT WASHINGTON, D.C. 20415

Ex	ecutive Registry
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MAR 26 1986

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

DDA/REG LOGRED

FROM:

CONSTANCE HORNER

DIRECTOR

SUBJECT: Leave for Parents Adopting Children

Recently I had the pleasure of meeting with Dorcas R. Hardy, the Assistant Secretary for Human Development Services of the Department of Health and Human Services. She told me about some very creative ideas she is working on to help people adopt children, particularly children who have been historically difficult to place. She asked for my support and I am in turn asking for yours.

I am sure all of you have heard about the long and often arduous process prospective parents go through to adopt a child. You, or someone close to you, may have experienced this first-hand. For example, prospective parents commonly adopted child for the first several months. This, and other arrangements prospective parents must make, is why I ask for your cooperation in supporting a leave policy that responds to the needs of men and women who are adopting a child.

I believe it is vital to get the word out to our managers and supervisors that we endorse a responsive leave policy for adoptive parents. We need to urge them to be flexible and compassionate in the granting of leave and to support the parents in any way they can during this important time.

Leave for adoption may be annual leave or leave without pay. Federal leave regulations do not permit us to grant sick leave in such cases.

I know accommodating adoptive parents may be inconvenient at times. But, I believe the trade-off is worth it. Helping people adopt children who would otherwise be without parents, particularly children who are handicapped or disadvantaged in some other way, enriches us all.